



**Mentoring by Geographic Area in the
State of Michigan:
A Report on Wave VII of the Mentor Michigan Census**

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Prepared by:
Kahle Research Solutions Inc.
www.KahleResearch.com

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Introduction

This report contains data from Wave VII of the Mentor Michigan Census (MMC). The MMC is a periodic, on-line survey of organizations operating mentoring programs in the State of Michigan. The various waves of the MMC and the time periods they cover are shown in the table below:

<i>Wave</i>	<i>Dates Data was Collected</i>	<i>Time Period Survey Covered</i>
Wave I	Fall 2004	1/1/04 – 8/31/04
Wave II	March 2005	1/1/04 – 12/31/04 1/1/05 – 2/28/05
Wave III	October 2005	1/1/05 – 8/31/05
Wave IV	September & October 2006	9/1/05 – 8/31/06
Wave V	September & October 2007	9/1/06 – 8/31/07
Wave VI	September & October 2008	9/1/07 – 8/31/08
Wave VII	September & October 2009	9/1/08 – 8/31/09

Objectives

This special report focuses on results of the MMC Wave VII broken down by geographic area. Overall, the primary purpose of the MMC is to understand the scope and nature of mentoring and mentoring organizations in Michigan. Specifically, there are three key objectives:

1. Identify, count, describe, and track mentoring organizations, programs, mentors, and the children served.
2. Understand program components, processes, resources, and needs.
3. Encourage and support program evaluation.

Each year, additional topics are requested by Mentor Michigan for inclusion in the Census. Wave VII special request data found in this report includes: use and importance of Mentor Michigan services; the current state of mentoring programs' finances and capacity; and the strategic planning priorities of mentoring programs and their recommendations for Mentor Michigan.

Any questions regarding the data presented in these reports or the methods used to collect and analyze these data should be directed to Robert W. Kahle, Ph.D., at RWKahle@KahleResearch.com.



Geographic Breakdown

It is important to note that organizations have been placed in geographic groupings based on the main location of the mentoring organization. Some organizations serve youth only within their home county, while others serve multiple counties. Not all geographic groupings are mutually exclusive. For example, the Tri-County area covers Wayne, Oakland and Macomb Counties, which are also included in Southeast Michigan. As a result, percentages shown can be read only as a percent of the column (reading down), not across. The counties that comprise each of the larger regional geographic areas are shown below.

As the geographic data was collected differently in Wave I than it was in subsequent waves, comparison of data in Wave I to other waves at the regional level is not recommended. Wave II through VII data, however, can be compared, as can state totals for the last six waves.

Sample sizes for the various geographic regions are sometimes quite small. Care should be used when making comparisons across regions. Differences by regions need to be quite large for the data to truly represent substantive differences rather than random statistical variation.

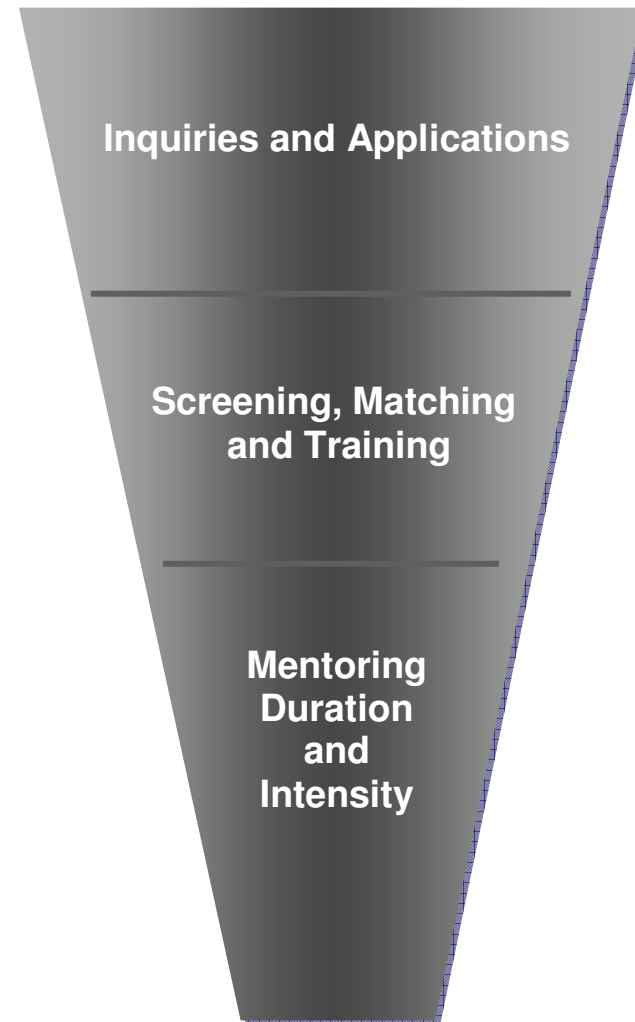
Geographic Area	Counties Included:
Tri-County	Macomb, Oakland, Wayne
SE MI	Lapeer, Livingston, Macomb, Monroe, Oakland, St. Clair, Washtenaw, Wayne
SW MI	Allegan, Barry, Berrien, Cass, Kalamazoo, St. Joseph, Van Buren
Mid-Mich	Branch, Calhoun, Eaton, Hillsdale, Ingham, Jackson, Lenawee
GR/Musk	Clinton, Gratiot, Ionia, Kent, Mecosta, Montcalm, Muskegon, Newago, Oceana, Ottawa
Flint/Sag/Bay Area	Bay, Genesee, Huron, Isabella, Midland, Saginaw, Sanilac, Shiawasee, Tuscola
Northern/UP	Alcona, Alger, Alpena, Antrim, Arenac, Baraga, Benzie, Charlevoix, Cheboygan, Chippewa, Clare, Crawford, Delta, Dickinson, Emmet, Gladwill, Gogebec, Grand Traverse, Houghton, Iosco, Iron, Kalkaska, Keweenaw, Lake, Leelenau, Luce, Mackinac, Manistee, Marquette, Mason, Menominee, Misauke, Montmorency, Ogemaw, Ontonagon, Osceola, Oscoda, Otsego, Presque Isle, Roscommon, Schoolcraft, Wexford



The Mentoring Funnel

The MMC uses the mentoring funnel as a conceptual framework, identifying key steps in the recruitment and mentoring process to be measured, including number of inquiries from potential mentors, number of written applications, background checking processes, training process, number and type of mentoring matches, and duration and intensity.

Questions developed based on this funnel are repeated in each wave of the MMC, providing a means of tracking specific measurements from year to year. Refer to Table 1 in the Appendix for a summary of the funnel measure questions broken down by geographic area.





PART 1: Executive Summary

Mentoring Organizations

- The Wave VII Census enjoyed the largest response rate ever, with 161 organizations responding this year. Every geographic area across the state saw an increase in participation by its mentoring organizations.

Active Mentors and Youth Served

- All geographic areas report an increase in active mentors and youth served over Wave VI, with the 19,578 active mentors and 28,536 youth served reported representing the largest numbers in Census history.
- Southeast Michigan, however, continues to be underserved. With 40% of the state's population, this region accounts for only 21% of the state's active mentors and 28% of the youth served.
- The Tri-County area reports an increase in just 20 active mentors, yet they report serving an additional 1,310 youth in Wave VII. One possible explanation for this imbalance is a decrease in one-to-one mentoring, which allows organizations to serve more children with fewer mentors.
- Mentoring children of incarcerated parents continues to be an area of focus across all geographic areas.

Inquiries and Applications

- Inquiries and applications are up in all areas of the state, yet the percentage of inquiries that result in application continues to be an area in need of improvement. In raw numbers, Southeast Michigan and Tri-County organizations report the largest number of inquiries, with less than half of these inquiries result in applications being completed.
- Organizations in Northern/UP report the highest percentage of inquiries resulting in written applications (93%).

Screening

- Overall mentoring organizations are increasing their use of screening tools for mentors, with written applications and personal interviews required by most all. However, labor intensive screening tools like home visits and home assessments are used sparingly in most areas, as is the use of SafetyNET.

Mentoring Duration and Intensity

- Most organizations continue to set the minimum weekly requirement for a mentor/youth match at 1 hour. However, nearly a third in Southeast Michigan and the Tri-County Area have increased their minimum to 2 hours, inching closer to the recommended levels of mentor/youth interaction.
- Other indications of awareness of the need for consistency in mentoring are that nearly 1/3 of organizations require a mentor/youth match minimum of 12 months, and only 2% of organizations statewide report that they have no minimum duration required for a mentor/youth match.

Mentoring by Geographic Area in the State of Michigan – MMC Wave VII



Organization Site / Program Type

- Most mentoring organizations across the state are nonprofit, and faith-based organizations outnumber school sites in the Tri-County Area and Southeast Michigan.
- Community-based programs continue to outnumber school-based programs, though they are declining in all areas of the state.

Mentoring Type

- Most (70%) mentoring in the state is defined as one-to-one, but it seems at least some organizations are increasing their use of group mentoring to reach more children with fewer mentors.
- Peer mentoring is fading in use everywhere but in the Northern/UP, where 29% of organizations there use this method.

Mentor and Youth Served Demographics

- Organizations need to continue to focus on the recruitment of men as they continue to be under-represented throughout all geographic areas of the state. While a few areas have reported small increases since Wave VI, these gains are mostly offset by losses in other geographic areas.
- The need for African-American mentors continues to be a strong area of need. African Americans are most under-represented in Northern/UP, where only 3% of their mentors are African-American (and just 36% of all of their mentors are male).
- State-wide organizations report serving equal percentages of African-American and Caucasian youth. However, most of the African American youth being served are in the Tri-County area and Southeast Michigan (68% and 63% respectively).
- The number of youth being served throughout the state who have at least one incarcerated parent has increased by 186 over the number reported for Wave VI. Southeast Michigan reports serving the largest number of youth with an incarcerated parent

Mentoring Program Longevity

- Michigan is home to many long-term, established mentoring programs. Statewide 46% of mentoring programs have been operating for more than 10 years, and in Grand Rapids/Muskegon, 52% of programs have reached that milestone.
- The Tri-County area leads the state in brand new programs (less than 1 year), accounting for 14% of its programs.

Mentoring Capacity and Changes in Capacity

- While the sample size is small, Mid-Michigan has a greater percentage of larger mentoring programs (30% served 100-499 matches; 10% serve more than 500) than other geographic areas. They also report the largest mean net loss in mentoring capacity (-147.4 matches).
- Of note and concern, 41% of organizations in Northern/UP report that they do not know their match capacity.

Mentoring Program Annual Budgets and Budget Changes

- Budget sizes vary across the state, with a fairly even distribution of programs with small, medium and larger budgets.

Mentoring by Geographic Area in the State of Michigan – MMC Wave VII



- A majority of these organizations report that they experienced no change in their mentoring program annual budgets since August 31, 2008. Only Flint/Saginaw/Bay Area organizations report a mean net increase in their mentoring program budgets this year (\$39,021).
- Projecting into the future, 42% of organizations report they anticipate no change in their budget in the next year either. A big exception to that expectation is in Northern/UP, where organizations anticipate a 100% increase in their budgets (and a net mean increase of 61%.)
- With state government and individual fundraising as the budget sources reflecting the biggest decrease between fiscal years 2008 and 2009, most organizations seem to be getting creative in finding “other” funding sources (sponsoring agencies, local grants, earned income, fees, and investment returns) to make up for the loss.
- Most organizations report that they did not experience a change in their staffing this year, and a small percentage (8%) reported an increase. State-wide organizations report a current mean FTE of 1.9.

Economic Impact on Mentoring Organizations

- While the economic impact is not reported to be as significant as anticipated, most organizations have observed “negative” actions within their organization. These include greater needs among the youth served, more demand for mentoring, mentors needing more support, and difficulties recruiting.
- Positive actions observed include more engagement by board members and for some, finding it “easier to recruit mentors”.
- Nearly half of the organizations report that they have increased the amount of time they spend seeking funding in the last year. At least 10% of organizations in some geographic areas report reducing the scope of programs and narrowing the focus of the population being served.
- Succession planning is weak in every area of the state, as exemplified by the fact that only about half of organizations in most areas of the state have a strategic plan. Looking at other characteristics it is clear that most organizations do not have the types of plans in place needed to ensure success in the future.

Feedback for Mentor Michigan

- Satisfaction with Mentor Michigan is high this year, with the percentage of organizations reporting that they are “Very Satisfied” with Mentor Michigan increasing 13 percentage points from Wave VI to Wave VII. The largest increase in “Very Satisfied” ratings is in the Northern/UP, an area of focus for Mentor Michigan this year.
- Organizations also report a consistently high level of satisfaction with of all Mentor Michigan services, and they place a high level of importance on these same services.
- Most organizations report that they either would not, or don’t know if they would be willing to pay a membership to Mentor Michigan. Organizations are more certain in the Northern/UP where exactly half say they would not be willing to pay the fee.
- Awareness of the Mentor Michigan Quality Standards for Youth Mentoring Programs is high, with more than $\frac{3}{4}$ of the organizations reporting that they meet all or most of the standards. Program Evaluation is the most difficult standard for these mentoring organizations to meet statewide.
- Familiarity with the standards is suspect in Flint/Saginaw/Bay Area, Northern UP, and Mid-Michigan, where a large percentage (50%, 38% and 30% respectively) report that they “don’t know” which standard is the most difficult to meet.

PART 2: Funnel Measures and Demographics

Mentoring Organizations

- The number of organizations responding to Wave VII of the Mentor Michigan Census increased by 18. This represents the highest number ever recorded for the MMC.
- The number of reporting organizations increased in every geographic area of the state.

Exhibit 1 Number of Mentoring Organizations Responding by Geographic Area Wave VI vs. Wave VII								
	<i>Wave VII Total</i>	<i>Tri-County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid-Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag /Bay Area</i>	<i>Northern / UP</i>
Wave VI	143	40	51	8	9	28	14	33
Wave VII	161	46	55	9	10	34	18	35

- Of the 55 organizations in Southeast Michigan, 46 are from the Tri-County area (Wayne, Oakland and Macomb).

- The Grand Rapids/Muskegon area tied with the Tri-County area for the largest increase in reporting organizations (6).

- Both Southwest and Mid-Michigan reported the smallest increase (1) in the number of reporting organizations.
- It is important to note that these two areas each have very small sample sizes. As differences by regions need to be quite large for the data to truly represent substantive differences rather than random statistical variation, caution should be exercised when looking at results in these areas.

Active Mentors and Youth Served

Exhibit 2
Number of Active Mentors and Youth Served by Geographic Area
Wave VI vs. Wave VII

	<i>Wave VII Total</i>	<i>Tri-County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid-Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag /Bay Area</i>	<i>Northern / UP</i>
Number of active mentors								
Wave VI	17,051	3,050	3,808	1,271	1,378	6,844	1,939	1,811
Wave VII	19,578	3,070	4,188	1,565	1,670	7,302	2,353	2,500
Change from Wave VI to Wave VII	2,527	20	380	294	292	458	414	689
Number of youth served								
Wave VI	22,916	4,608	6,014	1,855	1,554	7,848	2,840	2,805
Wave VII	28,536	5,918	7,981	2,570	1,977	7,824	4,115	4,069
Change from Wave VI to Wave VII	5,620	1,310	1,967	715	423	-24	1,275	1,264

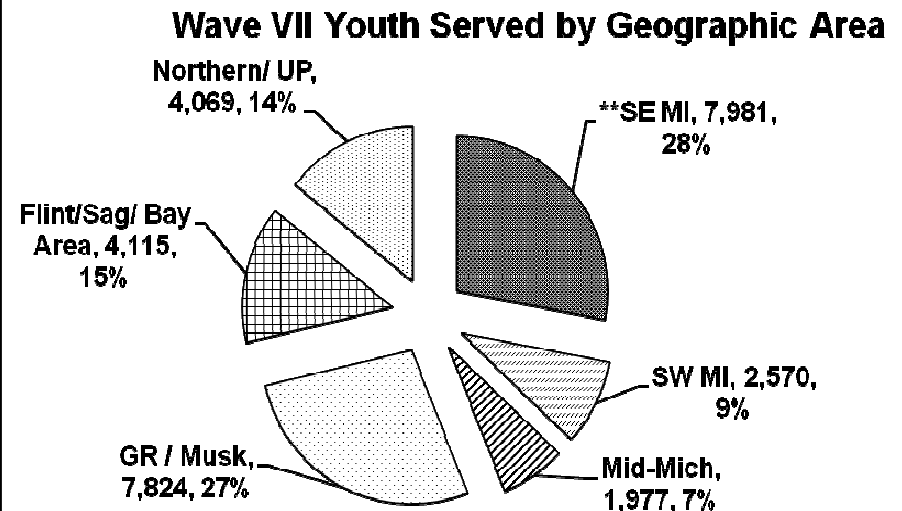
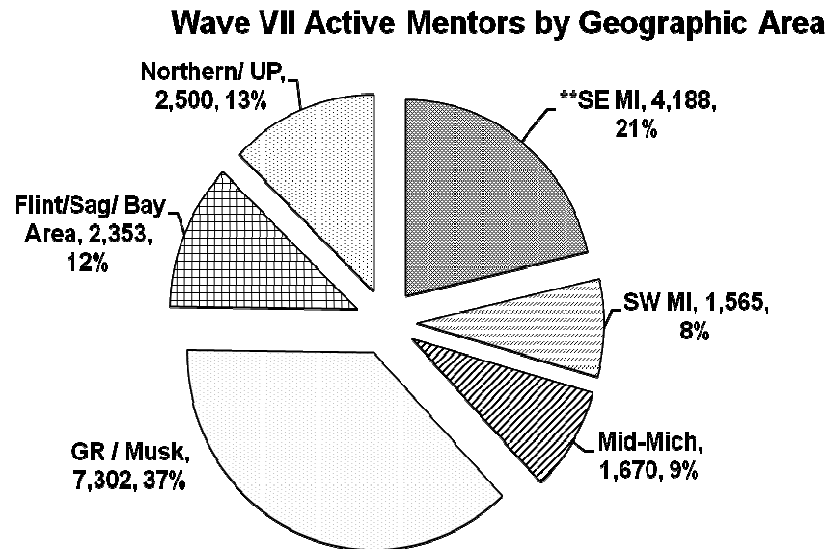
- The 19,578 active mentors reported in Wave VII is the largest number in Census history.
- All geographic areas of the state report an increase in active mentors over Wave VI, though the smallest increase is in the Tri-County area, the state's population center.
- This area also reports serving an additional 1,310 youth in Wave VII. One possible explanation for this imbalance is a decrease in one-to-one mentoring and an increase in group mentoring, which allows organizations to serve more children with fewer mentors.

- Wave VII organizations report serving 28,536 youth, the largest number reported since the Census began.
- The largest increase in youth served (1,967 over Wave VI) was reported by organizations in Southeast Michigan (1,310 of which are in the Tri-County area).
- Flint/Saginaw/Bay Area and Northern/UP organizations also report large increases in the number of youth served (1,275 and 1,264 respectively).

- The Grand Rapids/Muskegon area is the only area where organizations report a decrease in the number of youth served, though the decline is very small.

Active Mentors and Youth Served (Cont'd)

Exhibit 3
Active Mentors and Youth Served As a Percentage of the Total by Geographic Area
Wave VII



- As a proportion of the total, Grand Rapids/Muskegon organizations report having the largest number of active mentors (37%).
- Similarly, these organizations also have the largest number of youth served (27%).
- Southeast Michigan, with 40% of the state's population, accounts for only 21% of the state's active mentors and 28% of the youth served. These figures indicate that youth in this area continue to be underserved.

****NOTE:** In the charts above, the Tri-County area is included in the totals for Southeast Michigan. (The Tri-County accounts for 3,070 mentors and 5,918 youth served).

Youth with Additional Risk Factors

- The number of youth being served throughout the state who have at least one incarcerated parent has increased by 186 over the number reported for Wave VI.
- As shown in the table, mentoring children of incarcerated parents is an area of focus across all geographic areas.

Exhibit 4 Youth Served with Additional Risk Factors by Geographic Area Wave VII								
<i>Question</i>	<i>Wave VII Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern / UP</i>
Live in non-familial foster home	663	191	215	24	124	117	42	141
Have a parent who is incarcerated	1,431	304	339	213	184	251	185	259
Have a physical disability	224	5	16	37	30	67	2	72
Have a cognitive (“developmental”) disability	533	18	36	41	26	14	309	107

Returning Mentors vs. New Recruits

- Of the 19,578 active mentors reported this wave, mentoring organizations tracked the status of 11,309 (new or returning).
- In most areas of the state, women outnumber men in both returning mentors and new mentor recruits.

Exhibit 5 Returning Male Mentors vs. Male New Recruits by Geographic Area Wave VII								
<i>Question</i>	<i>Wave VII Total</i>	<i>Tri-County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid-Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/UP</i>
“Returning” Males: Recruited Prior to 9/1/08	41%	48%	47%	31%	38%	53%	26%	28%
“New” Males: Recruited 9/1 – 8/31/09	46	48	45	33	69	51	39	31

- Nearly half of the returning and new mentor recruits in the Tri-County Area and Southeast Michigan are male.

- Male recruitment efforts seem to be succeeding in Mid-Michigan’s 10 Census respondents, where 69% of their new recruits are male.

- Grand Rapids/Muskegon is the only area in the state where men (slightly) outnumber women for **both** returning and new mentoring recruits.

- Judging by the low percentages of returning and new male recruits, it seems that male recruitment is an ongoing need in the Southwest Michigan, Northern/UP and the Flint/Saginaw /Bay Area.

NOTE: These totals do not reflect the total number of active mentors reporting by organizations this wave (19,578). Instead, this total reflects the number of mentors reported by organizations that track mentor recruitment dates. **See Tables 2-9 in the Appendix for detail on each geographic area.**

Change in Program Type

- Organizations in almost all areas of the state report a decline in the school-based and community-based mentoring programs.
- The program type “other”, however, has shown a significant increase.

Exhibit 6 Percentage Change in Program Type by Geographic Area Wave VI vs. Wave VII								
	<i>Wave VII Total</i>	<i>Tri-County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid-Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag /Bay Area</i>	<i>Northern / UP</i>
% Change from Wave VI to VII								
School-based	0%	-2%	-3%	-1%	+7%	-7%	+4%	+6%
Community-based	-14%	-17%	-15%	-7%	-13%	-13%	-26%	-13%
Other**	+15%	+19%	+18%	+8%	+7%	+20%	+20%	+6%
Breakdown of “Other” for Wave VII								
Faith-based	5%	8%	10%	0%	0%	4%	7%	0%
Site-based	8%	5%	4%	14%	11%	12%	7%	6%
Other	10%	14%	12%	0%	11%	8%	11%	10%

**Note: In Wave VII additional categories were added (faith-based, site-based). To calculate % Change in the table above, these categories were combined with “Other”.

- Beginning with Wave VII, organizations could specify that their mentoring programs were faith-based or site-based.
- While faith-based and site-based programs account for some of the movement away from school-based and community-based programs, the undefined “other” still accounts for 10% of the programs statewide.

- Southwest Michigan is the only area without programs defined as “other.”
- They, along with Mid-Michigan and Northern/UP do not have faith-based programs.

See Tables 10-17 in the Appendix for more detail on Program Type changes from Wave VI to Wave VII.

Screening

- Mentoring organizations in Southwest Michigan lead the state in use of ICHAT (93%), although many other areas are also reporting increased usage.

- The lowest usage of ICHAT is reported in the Tri-County area (59%).

- Labor intensive screening tools like home visits and home assessments are used sparingly by most areas

- Written applications and personal interviews are used by most programs across the state.

Exhibit 7 Types of Screening by Geographic Area Wave VII								
Question	Wave VII Total	Tri- County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern / UP
Background Check - [M.R.]								
FBI fingerprint check	13%	21%	20%	7%	17%	14%	7%	5%
Other national fingerprint check	3	5	5	7	0	2	0	2
State only fingerprint check	10	21	24	0	6	10	0	0
Name only national check	17	8	9	36	33	14	22	18
Name only state check (ICCHAT)	76	59	61	93	83	80	81	84
Sex Offender Registry	74	71	74	93	67	72	56	80
Child Abuse Registry	51	63	59	36	50	64	33	43
Driving record/license	57	57	58	71	44	64	48	54
In Person/Written								
Personal character reference	81	76	76	93	83	84	74	84
Employment reference	28	24	29	29	22	34	26	23
Credit check	0	2	1	0	0	0	0	0
Written application	92	86	88	100	94	84	96	98
Personal interview	87	83	86	100	89	82	89	90
Home visit	12	3	5	7	17	6	22	21
Home assessment	13	3	5	21	22	6	19	20
None of the above	2	2	1	0	0	2	4	2

Screening (Cont'd)

- Use of SafetyNET is quite low throughout the state, with less than a quarter of organizations in any region reporting its use.

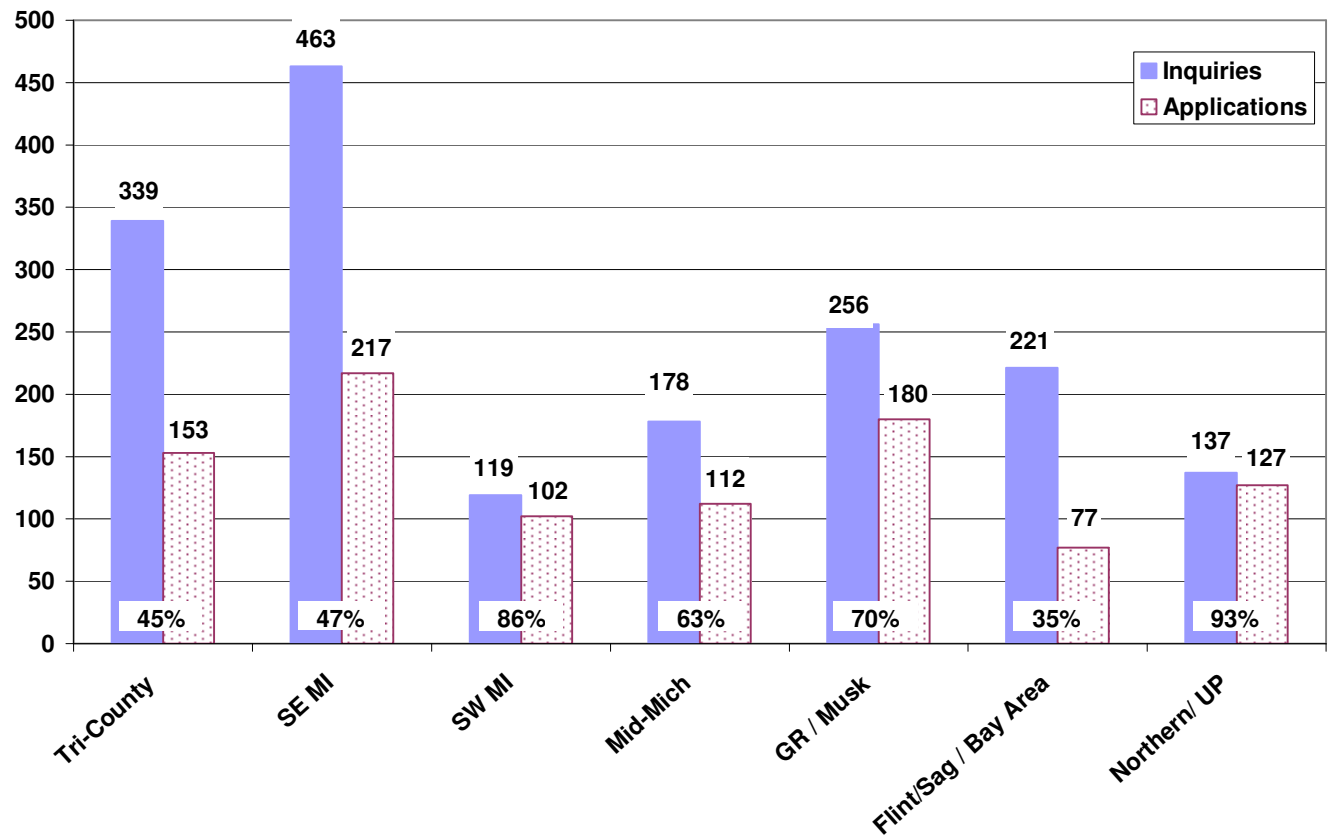
Exhibit 8 Use of SafetyNet by Geographic Area Wave VII								
<i>Question</i>	<i>Wave VII Total</i>	<i>Tri-County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid-Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/UP</i>
Use SafetyNET to conduct background checks								
Yes	13%	24%	21%	0%	11%	14%	4%	11%
No	71%	59%	64%	86%	67%	74%	67%	77%
Don't Know	15%	17%	14%	14%	22%	12%	30%	11%

- Use of SafetyNET is highest in the Tri-County area (24%) and Southeast Michigan (21%).
- However, this reflects a decrease in use from last year (30% and 31% respectively).

Inquiries and Applications

- In raw numbers, organizations in Southeast Michigan and the Tri-County area report the largest number of inquiries in the state (a monthly average of 463 and 339 respectively).
- However, each of these two areas report that less than half (47% and 45% respectively) of these inquiries result in applications being completed.
- While organizations in Northern/UP report having an average of just 137 monthly inquiries, 93% of those result in written applications.
- Mentoring organizations in Flint/Saginaw/Bay Area report the lowest percentage of inquiries to applications (35%).

Exhibit 9
Monthly Average of Inquiries and Applications and the Percentage of Inquiries that Result in Applications by Geographic Area Wave VII



Mentoring Duration and Intensity

- On a positive note, only 2% of organizations statewide report that they have no minimum duration required for a mentor/youth match.
- However, 7% of the 9 organizations in Southwest Michigan do not have a minimum duration.

- One third or more of organizations in most areas of the state require a mentor/youth match minimum duration of 12 months. Southwest Michigan (14%) and Flint/Saginaw/Bay Area (30%) are the exceptions.

- While it is a small sample, 64% of organizations in Southwest Michigan require a match duration minimum close to the 12 month threshold (9-11 months). That is a significant increase from the 38% having that requirement last year, which seems to reflect growing awareness of the positive impact longer match durations

Exhibit 10 Minimum Duration and Mean Hours of a Mentor/Youth Match by Geographic Area Wave VII								
<i>Question</i>	<i>Wave VII Total</i>	<i>Tri-County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid-Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern / UP</i>
Minimum duration of mentor/youth match								
No minimum	2%	2%	1%	7%	0%	0%	4%	2%
1-2 months	2	3	3	0	6	4	0	0
3-5 months	7	3	4	7	17	6	11	8
6-8 months	16	27	29	0	0	10	11	16
9-11 months	23	14	12	64	22	28	30	21
12 months	39	41	42	14	44	36	30	44
More than 12 months, less than 2 years	1	0	0	0	6	0	0	2
More than 2 years, less than 5 years	2	3	3	0	0	6	4	0
Don't know	8	6	7	7	6	10	11	7
Mean number of hours per month	9.7	9.8	9.7	8.5	9.2	10.4	9.3	9.7

- The mean number of hours mentoring organizations report for mentor/youth matches in their area ranges from a high of 10.4 in Grand Rapids/Muskegon to a low of 8.5 hours in Southwest Michigan.

Mentoring by Geographic Area in the State of Michigan – MMC Wave VII



Exhibit 11
Average Duration of and Minimum Time per Week for
Mentor/Youth Match by Geographic Area - Wave VII

<i>Question</i>	<i>Wave VII Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern / UP</i>
Average duration for mentor/youth match								
1 – 2 months	1%	2%	1%	0%	0%	4%	0%	0%
3 – 5 months	4	5	5	0	6	6	4	0
6 – 8 months	15	17	17	0	17	4	15	23
9 – 11 months	19	19	16	43	22	12	30	16
12 months	17	17	21	7	17	16	22	15
More than 12 months, less than 2 years	8	5	7	21	6	6	0	13
More than 2 years, less than 5 years	12	6	7	14	6	24	4	13
More than 5 years	2	2	1	7	0	2	4	0
Don't know	21	25	24	7	22	26	19	18
Mean number of months	14.3	12.4	12.4	21.7	10.6	17.8	12.0	13.8
Minimum time per week for mentor/youth match								
No minimum	3%	5%	4%	7%	0%	8%	0%	0%
1 hour	58	44	41	50	61	60	56	79
2 hours	18	29	30	14	17	16	7	11
3 hours	2	2	1	0	0	4	4	2
4 hours	4	8	7	0	11	2	7	2
5 hours	0	0	0	0	0	0	0	0
6 hours or less	2	2	1	7	0	0	4	2
More than 6 hours/week	5	5	7	14	6	6	7	0
Don't know	7	6	9	7	6	4	15	5
Mean number of hours	2.2	2.2	2.4	3.0	2.4	2.1	3.1	1.3

- Organizations in Grand Rapids/Muskegon are in the forefront in match duration, with 24% averaging a match duration between 2 and 5 years, with a mean reported number of 17.8 months.

- Organizations in Southwest Michigan report a mean number of months for a match to 21.7, the highest in the state.

- Most organizations in all geographic areas continue to set the minimum weekly requirement for a mentor/youth match at 1 hour.

- However, nearly a third of the organizations in Southeast Michigan and the Tri-County Area have increased their minimum to 2 hours.

Site of Organization

- Most mentoring organizations across the state are nonprofit.
- Sites in Mid-Michigan are overwhelmingly non-profit (80%), while just 44% of sites in Flint/Saginaw/Bay Area are.

- Faith-based organizations account for almost as many sites as do schools across the state. In the Tri-County Area and Southeast Michigan they outnumber school sites.

Exhibit 12 Site of Organization by Geographic Area Wave VII								
<i>Question</i>	<i>Wave VII Total</i>	<i>Tri-County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid-Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/UP</i>
Site of Organization								
Nonprofit	55%	59%	60%	78%	80%	47%	44%	46%
School	15	13	13	11	10	26	11	11
Faith-based organization	12	20	18	11	0	18	6	3
Government	9	7	5	0	0	0	33	17
Higher Education Institute	9	2	4	0	0	9	6	23
Other	1	0	0	0	10	0	0	0

- While few of the organizations across the state characterize their sites as government-based, 33% of those in the Flint/Saginaw/Bay area label themselves as such.

- The Northern/UP is the only area in the state with a significant percentage of Higher Education organization sites (23%).

Mentoring Type

- One-to-one mentoring is still the dominant form of mentoring across the state, although many areas report a marked increase in group mentoring.

- Group mentoring in the Tri-County area increased 19 percentage points over Wave VI, offering one explanation for the large increase in youth served there without a corresponding increase in the number of active mentors.

Exhibit 13 Mentoring Type by Geographic Area Wave VII								
<i>Question</i>	<i>Wave VII Total</i>	<i>Tri-County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid-Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/UP</i>
Mentoring Type								
One to One	70%	40%	48%	96%	73%	90%	59%	64%
Group	19	48	41	3	17	4	30	3
Peer	6	6	5	1	5	2	1	29
Team	5	5	5	0	5	3	9	4
E-mentoring	<1	<1	<1	0	0	<1	0	0

- Team mentoring continues to decline across the state, and E-mentoring is practically non-existent at this time.

- In Grand Rapids/Muskegon, one-to-one mentoring has increased by 9 percentage points from Wave VI, and team mentoring has decreased by 7, offering one explanation for their report of an increase in active mentors, but a decrease in youth served.

- Peer mentoring accounts for only 6% of all mentoring statewide.
- However, 29% of organizations in the Northern/UP report using this type of mentoring.

Mentor Demographics

- Most mentors across the state are female, with the exception of those in Mid-Michigan, where 10 organizations report that 60% of their mentors are male.

Exhibit 14 Active Mentors Gender and Race by Geographic Area Wave VII								
<i>Question</i>	<i>Wave VII Total</i>	<i>Tri-County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid-Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/UP</i>
Mentor Gender								
Males	38%	42%	40%	33%	60%	35%	30%	36%
Females	62	58	60	67	40	65	70	64
Mentor Race								
Caucasian	75%	47%	55%	73%	84%	85%	70%	93%
African American	20	48	39	21	12	10	26	3
Latino/a	2	2	2	2	2	3	<1	1

- African American mentors continue to be under-represented throughout all geographic areas of the state.
- They are most strongly under-represented in the Northern/UP area, which reports that just 3% of their mentors are African-American.
- Areas with the highest percentage of African American mentors are the Tri-County area (48%) and Southeast Michigan (39%).

For additional mentor demographic data broken down by geographic area, refer to Table 18 in the Appendix.

Youth Served Demographics

- Only Mid-Michigan and Grand Rapids/Muskegon organizations serve more male than female youth (62% and 52% respectively).

- State-wide organizations report serving equal percentages of African-American and Caucasian youth (43% each).

- However, most of the African American youth being served are in the Tri-County area and Southeast Michigan (68% and 63% respectively).

- The largest percentage of Latino /a youth being served are in Grand Rapids/Muskegon.

Exhibit 15 Youth Served Gender and Race by Geographic Area Wave VII								
Question	Wave VII Total	Tri- County	SE MI	SW MI	Mid- Mich	GR / Musk	Flint/Sag / Bay Area	Northern/ UP
Youth Served Gender								
Males	47%	41%	43%	40%	62%	52%	45%	45%
Females	53	59	57	60	38	48	55	55
Youth Served Race								
Caucasian	43%	25%	30%	41%	49%	30%	54%	71%
African American	43	68	63	43	32	47	40	16
Latino/a	8	4	4	4	6	18	2	7

For additional mentor demographic data broken down by geographic area, refer to Table 19 in the Appendix.

Youth Served Demographics (cont'd)

- Southwest Michigan and the Flint/Saginaw/Bay Area serve the fewest children living in foster homes (24 and 42 respectively).

- While Southeast Michigan reports serving the largest number of youth with an incarcerated parent (339), most areas of the state serve significant numbers of these children.

- Of the 224 youth served across the state having a physical disability, 72 live in the Northern/UP.
- Grand Rapids/Muskegon reports the next largest population of these youth (67).

Exhibit 16 Youth with Special Circumstances by Geographic Area Wave VII								
<i>Question</i>	<i>Wave VII Total</i>	<i>Tri-County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid-Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/UP</i>
Number of youth served who...								
Live in a non-familial foster home	663	191	215	24	124	117	42	141
Have a parent who is incarcerated	1,431	304	339	213	184	251	185	259
Have a physical disability	224	5	16	37	30	67	2	72
Have a cognitive ("developmental") disability	533	18	36	41	26	14	309	107

For additional mentor demographic data broken down by geographic area, refer to Table 19 in the Appendix.

- Most (309) of the youth served having a cognitive disability reside in the Flint/Saginaw/Bay Area.
- A significant number (107) live in the Northern/UP.

Part 3: Capacity Changes, Meeting Challenges and Satisfaction with Mentor Michigan

Mentoring Program Longevity

For Wave VII, questions were added to the Census to capture information about mentoring program longevity, capacity, and capacity changes.

- Michigan is home to many long-term, established mentoring programs. Statewide 46% of mentoring programs have been operating for more than 10 years.
- In Southwest Michigan, 67% of mentoring programs have reached that milestone, as have 52% of those in Grand Rapids/Muskegon.
- Mid-Michigan, Southeast Michigan and the Tri-County area all have fewer than half of their programs with this level of longevity.

Exhibit 17 Length of Time Operating a Mentoring Program by Geographic Area Wave VII								
	<i>Wave VII Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/ UP</i>
One year or less	6%	14%	12%	0%	0%	3%	6%	6%
More than 1 year, less than 2 years	6	5	6	0	0	0	6	15
More than 2 years, less than 3 years	6	12	10	11	10	6	0	0
More than 3 years, less than 5 years	14	9	10	0	20	12	17	21
More than 5 years, less than 10 years	21	23	25	22	30	27	22	6
More than 10 years	46	35	35	67	40	52	50	50
Don't know	1	2	2	0	0	0	0	3

Mentoring by Geographic Area in the State of Michigan – MMC Wave VII



Mentoring Capacity and Changes in Capacity

- Mentoring programs across the state report a wide range in the number of matches they can support at full capacity.

- Almost of a third (30%) of Mid-Michigan's mentoring programs are large, serving 100-499 matches; 10% serve more than 500.

- Of note and concern, 41% of those in the Northern/UP report that they do not know their match capacity.

Exhibit 18 Mentoring Capacity of Mentoring Programs by Geographic Area Wave VII								
	<i>Wave VII Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/ UP</i>
Number of Matches								
5 – 9	1%	0%	0%	0%	0%	0%	0%	3%
10 – 24	18	26	25	0	10	15	17	18
25 – 49	17	19	18	56	10	12	17	15
50 – 74	10	16	14	11	10	9	11	3
75 – 99	4	2	4	0	10	3	0	6
100 – 499	19	19	18	22	30	24	17	12
500 plus	5	2	2	11	10	6	6	3
Don't Know	27	16	20	0	20	30	33	41
Change in capacity since August 31, 2008								
% reporting an increase	33%	30%	31%	22%	30%	39%	11%	44%
% reporting a decrease	11%	14%	12%	11%	30%	6%	11%	9%
% reporting no change	47%	49%	51%	44%	20%	55%	56%	38%
Don't Know	9%	7%	6%	22%	20%	0%	22%	9%
Mean Increase	23.9	18.8	23.1	17.0	39.3	28.6	16.5	19.6
Mean Decrease	51.9	28.2	26.2	6.0	186.7	7.5	3.0	42.3
Net	-28.0	-9.4	-3.1	11	-147.4	21.1	13.5	-22.7

- The largest mean net loss in capacity is reported by organizations in Mid-Michigan (-147.4). This is most likely attributable to the small sample size for this area.

- Grand Rapids/Muskegon reports a mean net increase of 21.1 matches.

Budget Changes in Mentoring Organizations

Mentoring Program Annual Budgets

- In most areas of the state there is a somewhat equal distribution of very small-sized, medium-sized, and large mentoring programs.
- Approximately 20% of mentoring programs report having a very small budget of less than \$5,000, while another 20% have a medium sized budget of \$50,000 to \$199,999, and still another 20% have budgets in the larger range of \$200,000 to 499,999.

Exhibit 19 Mentoring Annual Budget Size by Geographic Area Wave VII								
	<i>Wave VII Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/ UP</i>
Budget Size								
0-\$4,999	20%	21%	18%	22%	10%	21%	22%	24%
\$5,000-9,999	5	12	10	0	10	0	0	3
\$10,000-24,999	12	19	18	0	0	15	6	12
\$25,000-49,999	8	7	8	11	0	12	11	6
\$50,000-99,999	10	5	6	22	20	9	11	12
\$100,000-199,999	12	9	14	22	0	15	0	15
\$200,000-299,999	9	14	12	11	20	3	17	3
\$300,000-399,999	6	5	6	0	10	0	11	12
\$400,000-499,999	3	0	0	0	0	6	11	0
\$500,000 or more	5	7	6	11	10	3	0	3
Don't Know	10	2	4	0	20	15	11	12

- A significant percentage of organizations in Mid-Michigan and Grand Rapids/Muskegon do not know their annual budget size.

Changes in Mentoring Program Annual Budgets

- A majority of organizations report that they experienced no change in their mentoring program annual budgets since August 31, 2008.

Exhibit 20 Changes in Mentoring Program Annual Budgets Since August 31, 2008 by Geographic Area Wave VII								
	<i>Wave VII Total</i>	<i>Tri-County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/ UP</i>
% that experienced an increase	10%	12%	14%	0%	0%	12%	6%	12%
% that experienced a decrease	25%	16%	16%	22%	50%	24%	17%	35%
% that experienced no change	55%	65%	63%	78%	40%	58%	50%	44%
Don't Know	10%	7%	8%	0%	10%	6%	28%	9%
Mean Increase	\$18,889	\$25,400	\$26,928	0	0	\$13,059	\$45,000	\$4,125
Mean Decrease	\$23,318	\$47,999	\$42,699	\$52,101	\$24,670	\$21,937	\$5,979	\$26,127
Net	-\$4,429	-\$22,599	-\$15,771	-\$52,101	-\$24,670	-\$8,878	\$39,021	-\$22,002

- While 78% of mentoring program budgets in Southwest Michigan experienced no change in their budget in the last year, they still report the largest mean net budget decrease in the state (\$52,101).

- Only Flint/Saginaw/Bay Area organizations report a mean net increase in their mentoring program budgets (\$39,021).



Anticipated Budget Changes

- Mentoring organizations throughout the state express optimism regarding their budget changes during the next year, with 42% stating they anticipate no change.
- Yet, all areas except the Northern/UP report that they expect some degree of net decrease in their budget next year.
- The mean net decreases they project range from -1% in the Tri-County Area to -19% in Mid-Michigan and Grand Rapids/Muskegon.

Exhibit 21 Anticipated Budget Changes in the Next Year by Geographic Area Wave VII								
	<i>Wave VII Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/ UP</i>
% anticipating a budget increase	15%	28%	26%	11%	0%	18%	11%	3%
% anticipating a budget decrease	25%	14%	16%	22%	30%	18%	44%	32%
% anticipating no change	42%	44%	44%	44%	40%	45%	28%	41%
Don't Know	19%	14%	14%	22%	30%	18%	17%	24%
Mean anticipated % increase	32%	40%	38%	10%	0%	18%	12%	100%
Mean anticipated % decrease	33%	41%	43%	18%	19%	37%	23%	39%
Net	-1%	-1%	-5%	-8%	-19%	-19%	-11%	61%

- In the Northern/UP mentoring organizations are especially optimistic, reporting a mean anticipated increase of 100%, with a net mean increase of 61%.

Mentoring by Geographic Area in the State of Michigan – MMC Wave VII



Source of Mentoring Program Budget – FY 2008 and FY 2009

- Looking at Wave VII totals, state government and individual fundraising are the areas reflecting the biggest mean decrease between fiscal years 2008 and 2009.
- It seems that most organizations are getting creative in finding other sources of funding to make up for more traditional sources (state, federal, and events/fundraising).
- This is demonstrated by the increase in the funding source “other”. Descriptions of this category are shown on the following page.

Exhibit 22
Mean Percent Change in Source of Mentoring Program Budget – FY 2008 and 2009
by Geographic Area
Wave VII

	<i>Wave VII Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/ UP</i>
Source								
State Government	-2.0	-0.4	0.4	0.0	0.4	-0.9	-5.8	-5.7
Federal Government	-0.7	2.3	-0.8	0.8	4.2	-0.1	-4.6	-1.0
Foundations	+0.5	-1.6	-0.8	0.3	-10.6	-0.5	7.0	3.2
Individual Giving	+0.7	0.9	1.0	-1.2	13.6	-2.9	-0.8	1.3
Corporate Sponsorships	-0.1	-1.8	-1.6	0.7	-2.6	1.2	2.8	0.0
United Way	-0.3	0.4	0.3	1.1	-4.7	-0.7	-2.3	0.1
Events/Fundraising (Individual)	-2.0	-3.3	-2.8	0.2	-2.1	2.8	+1.0	-1.8
Events/Fundraising (Corporate)	+0.6	-0.1	0.7	0.0	0.6	2.7	-2.1	-0.6
Other	+3.4	3.6	3.5	-1.9	1.1	3.8	4.5	4.3

- Mid-Michigan is the only area in the state reporting double-digit changes in budget sources.
- Mid-Michigan seems to be offsetting a large decrease in Foundation support with an increase in individual giving

Tables 23-29 in the Appendix provide more detail and analysis on budget source changes by geographic area.



“Other” Sources of Mentoring Budgets

Mentoring organizations describe the following budget sources under the category “other”:

- Sponsoring agency
- General Budget
- Archdiocese of Detroit
- Volunteer Center funds
- County government
- Mission Service Group
- City grant
- Church affiliation fee / training
- Family payments
- Detroit Board of Education
- Local grant
- Investments
- Memberships / grants
- AmeriCorps MSU Extension
- Earned income, fees, investment returns, misc.
- Millage and Tribal funding
- Fraternal donations
- Services rendered
- Carryover from the previous years
- School principal’s fund
- *“We have no budget set aside specifically for the mentor program.”*

Mentoring by Geographic Area in the State of Michigan – MMC Wave VII



FTE (Full Time Equivalent Paid Staff) Changes

- Mentoring organizations across the state report a current mean FTE of 1.9.

- This ranges from a high of 3.8 FTEs in Southwest Michigan to a low of 1.3 in the Tri-County area.

- Seventy-two percent of organizations state that they did not experience a change in their FTEs in the past year.

- Eight percent report that experienced an increase in their FTEs, reflected in a net increase of 2.3 FTEs statewide.

Exhibit 23 FTE Changes in the Past Year by Geographic Area Wave VII								
	<i>Wave VII Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/ UP</i>
Current Mean # FTEs	1.9	1.3	1.4	3.8	2.4	2.2	1.6	2.0
% reporting an increase	8%	2%	4%	0%	0%	9%	6%	18%
% reporting a decrease	18%	19%	16%	33%	50%	9%	17%	18%
% reporting no change	72%	77%	76%	67%	50%	82%	72%	65%
Don't Know	2%	2%	4%	0%	0%	0%	6%	0%
Mean increase	3.8	1.0	1.0	0	0	.7	35.0	1.2
Mean decrease	1.5	1.5	1.5	1.7	1.8	2.0	1.3	1.2
Net	2.3	-0.5	-0.5	-1.7	-1.8	-1.3	33.7	0

- Just 6% of organizations in the Flint/Saginaw/Bay Area indicate they experienced an increase in FTEs in the past year, yet they report a net increase of 33.7 FTEs.

NOTE: These data appear to be an anomaly and should be treated with great caution.



Economic Impact on Mentoring Organizations

Observations by Respondents

Census respondents were given a list of observations and asked to indicate which they had observed within their organization in the past year. Some of these observations can be categorized as negative (having the potential to harm the mentoring program); some positive (having the potential to benefit the mentoring program). While the overall economic impact on mentoring organizations may be less than expected, organizations report more observations that could negatively impact the success of their mentoring programs, rather than those that would be beneficial.

The tables on the following pages contain data on each of these observations.

Negative Actions Observed

- The most frequent “negative action” observation in most geographic areas is that children in mentoring programs have greater needs.
- More demand for mentoring, mentors needing more support, and difficulties recruiting are all cited by organizations.
- While the source varies by geographic area, a sizeable number of mentoring programs report a loss of funding.

Exhibit 24 Negative Actions Observed Between August 31, 2008 and August 31, 2009 by Geographic Area Wave VII								
	<i>Wave VII Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/ UP</i>
Negative Action Observed								
Children in mentoring programs have greater needs	64%	74%	74%	78%	40%	70%	50%	56%
More demand for mentoring of children	61	53	56	78	40	64	56	71
Mentors need more support	47	44	40	67	50	70	33	35
Harder to recruit mentors	45	60	56	33	30	39	44	44
Loss of funding from private foundations	33	37	42	44	40	21	28	29
Decreased Individual Giving	32	37	40	56	20	27	11	32
Loss of paid staff	29	26	26	56	40	24	17	32
Decreased Corporate Giving/sponsorships	28	28	32	33	30	36	11	21
Loss of funding from state government sources	25	21	24	11	20	18	28	35
Decreased staff morale	24	26	28	22	20	21	22	24
Loss of funding from local government sources	21	19	22	11	0	21	17	29
Less engagement by board members	16	19	20	33	10	6	17	18
Loss of funding from federal government sources	14	19	16	11	10	15	11	15



Positive Actions Observed

- What stands out most in this list of positive actions is how few organizations report observing them.
- Only the actions “Easier to recruit mentors” and “more engagement by board members” are cited with any consistency across geographic areas.
- Thirty three percent of Southwest Michigan organizations report that it is easier to recruit mentors, while 21% or less of those in other areas indicate they have made this observation.

Exhibit 25 Positive Actions Observed Between August 31, 2008 and August 31, 2009 by Geographic Area Wave VII								
	<i>Wave VII Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/ UP</i>
Positive Actions Observed								
Easier to recruit mentors	17%	12%	16%	33%	10%	15%	11%	21%
More engagement by board members	14	14	16	11	0	18	17	12
Increased Individual Giving	6	7	6	0	0	0	17	9
More funding from local government sources	5	2	2	11	10	3	6	6
Increased staff morale	5	5	4	11	0	9	0	3
More paid staff	4	5	6	0	0	6	0	3
Increased Corporate Giving/sponsorships	3	2	2	0	0	0	11	6
More funding from federal government sources	3	5	4	0	0	0	0	6
Less demand for mentoring of children	3	5	4	0	0	0	6	3
More funding from private foundations	2	2	2	11	0	0	6	0
More funding from state government sources	1	0	0	0	0	6	0	0
No effect	1	2	2	0	10	0	0	0
Other	17	19	18	0	30	21	17	12

Actions Implemented

Respondents were presented with a list of action statements and asked to identify all that are applicable to their organizations since August 31, 2008. The results are presented in tables below and on the following page.

- Nearly half of the organizations statewide report that they have increased the amount of time they spend seeking funding in the last year.
- Southwest Michigan organizations seem to have implemented many of the cost savings actions at a greater rate than their counterparts elsewhere in the state.

Exhibit 26 Actions Implemented Since August 31, 2008 by Geographic Area Wave VII								
	<i>Wave VII Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/ UP</i>
Action Implemented								
Increased amount of time spent seeking funding	47%	37%	40%	89%	60%	45%	39%	47%
Increased collaboration or merger with other organizations/programs	32	23	22	78	20	30	33	38
Reduced the number of paid staff	21	19	18	44	40	15	17	21
Needed to use reserve funds	21	16	20	44	20	21	17	18
Delayed / canceled the purchase of vital office equipment	20	14	18	67	10	21	17	15
Reduced the number of hours that staff work	18	12	12	44	30	18	6	21
Reduced participation in community events	17	14	20	22	20	15	22	9
Altered the content of mentoring programs offered	13	16	16	22	10	15	11	6
Reduced number of children served through mentoring program(s)	12	14	12	11	30	9	6	12

Actions Implemented (cont.)

- The state of the economy is impacting at least some of these mentoring organizations at the program level. At least 10% in several geographic areas report reducing the scope of programs, and narrowing the focus of the population being served.
- Of special concern is the 22% of organizations in Southwest Michigan that report they have reduced the amount of time and staff dedicated to mentor screening and background checks.

Exhibit 26 (Continued) Actions Implemented Since August 31, 2008 by Geographic Area Wave VII								
	<i>Wave VII Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/ UP</i>
Action Implemented								
Reduced staff benefits like health care or other insurance coverage	11	9	10	33	10	15	0	9
Reduced media exposure	10	14	16	11	10	6	0	9
Reduced variety of mentoring programs offered	9	9	12	11	20	6	6	6
Reduced scope of program(s)	8	5	4	11	10	9	17	6
Narrowing the focus of the population of children to be served	7	5	4	11	20	12	6	3
Reduced the amount of training and support provided to mentors	6	9	8	11	10	6	0	6
Increased use of credit	6	9	12	0	0	3	6	6
Reduced frequency of mentoring programs offered	5	5	4	11	0	0	6	9
Reduced time staff dedicate to mentor screening / background checks	3	2	2	22	0	0	6	0
Other	8	9	8	0	30	3	11	6
Made no changes	22	23	22	0	10	30	28	21

Organizational Characteristics

Respondents were presented with a list of organizational characteristics necessary for succession planning and were asked to select all that were true of their organizations.

- Only about half of the organizations throughout the state have a strategic plan, far fewer have a marketing plan, a risk management plan, a reserve fund or a contingency plan.
- It is clear that succession planning is weak in every area of the state, and that organizations do not have the types of plans in place needed to ensure success in the future.

Exhibit 27 Characteristics of Organizations by Geographic Area Wave VII								
	<i>Wave VII Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/ UP</i>
Characteristic								
Our organization has a strategic plan	53%	51%	52%	67%	40%	52%	50%	56%
Our organization has a marketing plan	34	37	40	33	10	39	17	38
Our organization has a risk management plan	33	37	36	11	30	36	17	41
Our organization has a reserve fund	23	21	20	22	30	24	17	29
Our organization has a contingency plan	22	26	22	22	20	27	17	21
Our organization has a succession plan	12	12	10	11	10	15	6	18
Other	8	5	4	11	30	3	0	15
None of the above	17	19	20	11	10	15	28	12
Don't know	13	9	8	0	20	18	17	15



General Feedback for Mentor Michigan

Satisfaction with Mentor Michigan

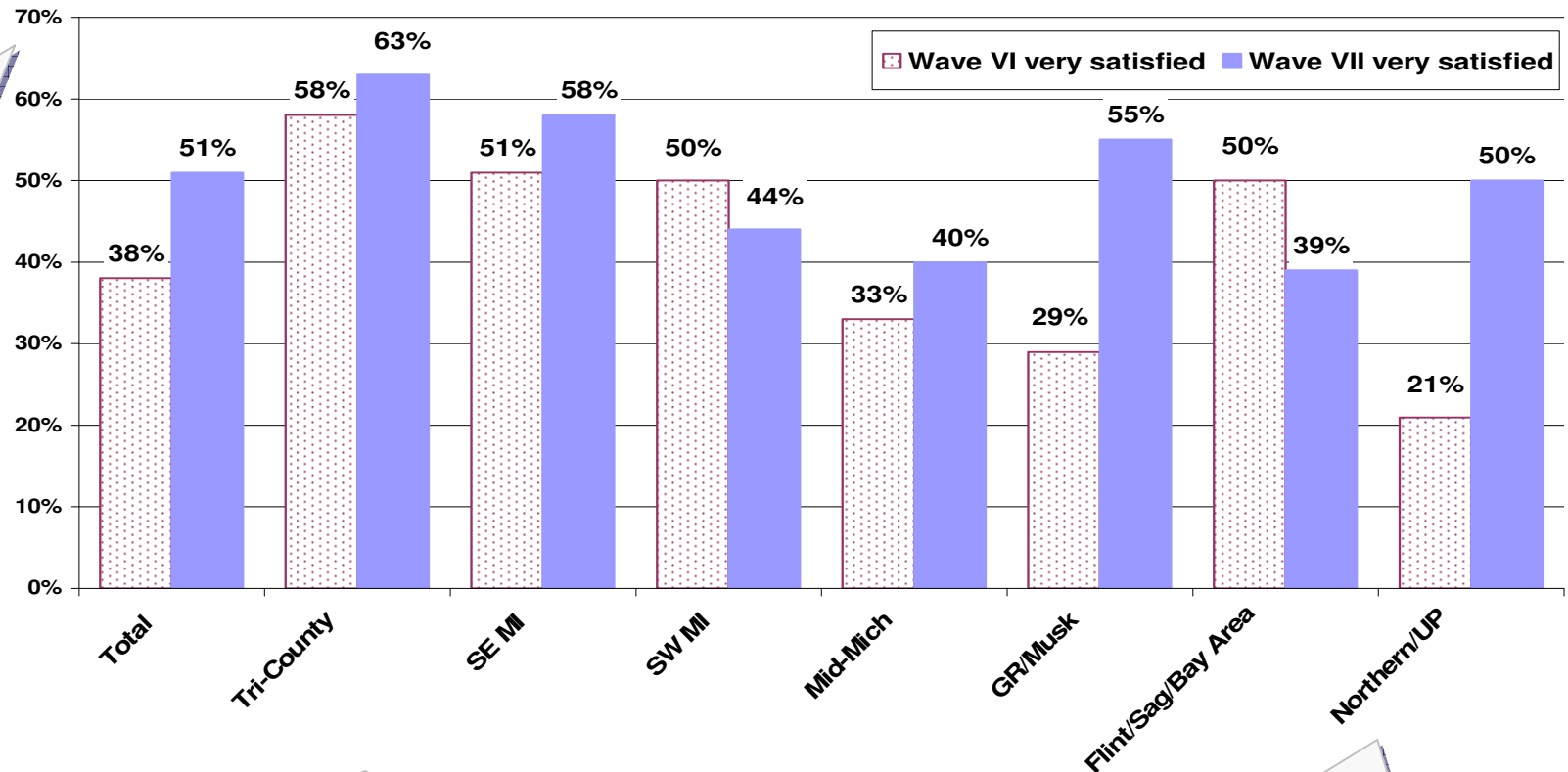
Survey respondents were asked, “Overall, and considering all aspects of the service, information and resources provided, how satisfied are you with Mentor Michigan?” Based on their responses, a mean score was calculated using the following scale: 4 = very satisfied, 3= somewhat satisfied, 2 = not very satisfied. Mean scores for each geographic area shown in the table below indicate a high level of satisfaction with Mentor Michigan. More detail on satisfaction can be found on the following pages.

Exhibit 28 Mean Scores – Satisfaction with Mentor Michigan by Geographic Area Wave VII								
Question	Wave VII Total	Tri- County	SE MI	SW MI	Mid- Mich	GR / Musk	Flint/Sag / Bay Area	Northern/ UP
Satisfaction with Mentor Michigan	3.5	3.6	3.6	3.3	3.4	3.6	3.4	3.5

Satisfaction with Mentor Michigan (cont'd)

Exhibit 29
Organizations Reporting “Very Satisfied” with Mentor Michigan by Geographic Area
Wave VI vs. Wave VII

- The percentage of organizations that are “Very Satisfied” with Mentor Michigan in Wave VII has increased over Wave VI in all but two geographic areas.



- Only Southwest Michigan and Flint/Saginaw/Bay area show a decrease in those reporting they are “very satisfied” with Mentor Michigan.

- The largest increase in “very satisfied” ratings is in the Northern/UP, up 29 percentage points from Wave VI.

Mentoring by Geographic Area in the State of Michigan – MMC Wave VII



Satisfaction with Mentor Michigan Services

Survey respondents were asked to rate their satisfaction with a variety of Mentor Michigan services. Based on their responses, a mean score was calculated using the following scale: 4 = very satisfied, 3= somewhat satisfied, 2 = not very satisfied. Mean scores for each Mentor Michigan service by geographic area are shown in the table below.

• While the exact rank order of services may vary somewhat across geographic areas, it is important to note that only two services (MM PSAs and Recruitment Campaigns) were ranked lower than a 3.0 in any geographic area.

• This demonstrates a consistently high level of satisfaction with all of the listed services.

Exhibit 30 Satisfaction with Mentor Michigan Services by Geographic Area - Mean Scores Wave VII								
	<i>Wave VII Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/ UP</i>
MM Service								
MM Quality Program Standards for youth	3.7	3.8	3.8	3.2	3.3	3.8	3.5	3.7
AmeriCorps/AmeriCorps *VISTA members	3.6	3.8	3.8	3.5	3.3	3.5	3.3	3.6
MM Web site	3.5	3.6	3.6	3.3	3.4	3.6	3.6	3.5
MM training sessions	3.5	3.7	3.6	3.6	3.6	3.5	3.4	3.5
MM Directory	3.5	3.6	3.6	3.4	3.3	3.5	3.5	3.5
MM Listserv	3.4	3.6	3.6	3.2	3.6	3.1	3.3	3.4
National Mentoring Month activities/programs/toolkit	3.4	3.5	3.5	3.3	3.0	3.5	3.4	3.1
MM Census data	3.4	3.6	3.6	3.4	3.5	3.2	3.2	3.3
MM Statewide Conference	3.4	3.6	3.6	3.6	3.0	3.2	3.1	3.6
Clearinghouse on national mentoring issues	3.4	3.6	3.5	3.1	3.3	3.2	3.2	3.4
MM webinars	3.4	3.8	3.8	3.3	4.0	3.1	3.0	3.3
MM PSAs	3.3	3.5	3.5	3.1	2.8	3.3	3.4	3.3
Recruitment Campaigns	2.7	3.1	3.1	2.8	3.3	2.3	2.6	2.2

Mentoring by Geographic Area in the State of Michigan – MMC Wave VII



Importance of Mentor Michigan Services

As with the satisfaction question on the previous page, survey respondents were also asked to rate the importance of the same Mentor Michigan services. Based on their responses, a mean score was calculated using the following scale: 4 = very important, 3= somewhat important, 2 = not very important. Mean scores for each Mentor Michigan service by geographic area are shown in the table below.

- As with satisfaction, mentoring organizations across the state place a high level of importance on all of the listed Mentor Michigan services.
- Only Mid-Michigan organizations rate more than two services lower than a 3.0 in importance. Even so, no service received a rating below 2.7.

Exhibit 31 Importance of Mentor Michigan Services by Geographic Area - Mean Scores Wave VII								
	<i>Wave VII Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/ UP</i>
MM Service								
MM Quality Program Standards for youth	3.7	3.8	3.8	3.3	3.4	3.7	3.5	3.6
MM Web site	3.5	3.8	3.7	3.7	3.5	3.3	3.4	3.5
MM training sessions	3.4	3.7	3.6	3.4	3.4	3.2	3.2	3.4
MM Directory	3.4	3.8	3.8	3.3	2.8	3.2	3.5	3.1
National Mentoring Month activities/programs/toolkit	3.4	3.6	3.6	3.4	2.8	3.5	3.2	3.1
MM Listserv	3.3	3.8	3.7	3.1	3.2	3.2	3.2	3.1
MM Census data	3.3	3.5	3.4	3.3	3.2	3.2	3.3	3.0
MM Statewide Conference	3.3	3.5	3.4	3.6	3.4	3.2	3.1	3.0
AmeriCorps/AmeriCorps*V ISTA members	3.2	3.4	3.4	3.0	3.2	3.1	3.3	3.2
Clearinghouse on national mentoring issues	3.2	3.6	3.6	3.1	2.7	2.9	3.3	2.9
MM webinars	3.2	3.5	3.3	3.3	3.0	3.3	3.0	3.0
MM PSAs	3.2	3.5	3.4	3.2	2.8	3.3	3.5	3.0
Recruitment Campaigns	2.9	3.2	3.1	3.3	2.7	3.0	2.7	2.7

Willingness to Pay Mentor Michigan Membership Fee

Exhibit 32

**Willingness to Pay a Mentor Michigan Membership Fee by Geographic Area
Wave VII**

	<i>Wave VII Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/ UP</i>
Yes	25%	35%	32%	11%	20%	18%	44%	18%
No	38%	33%	36%	44%	20%	33%	39%	50%
Don't Know	36%	33%	32%	44%	60%	48%	17%	32%

- While more (38%) organizations say they would **not** be willing to pay a Mentor Michigan Membership fee than would, nearly as many (36%) report that they don't know.

- Organizations in Mid-Michigan report the highest level of indecision on the issue of paying a membership fee.

- Organizations in the Flint/Saginaw/Bay Area report the greatest willingness (44%) to pay a Mentor Michigan membership fee.

- Half of the organizations in the Northern/UP say they are not willing to pay a membership fee.

Mentor Michigan Quality Standards for Youth Mentoring Programs

Meeting the Standards

- Organizations in the Northern/UP and Grand Rapids/Muskegon areas report the highest level of compliance with the MM Quality Standards for Youth Mentoring Programs (88% meet “all” or “most” of the standards).

Exhibit 33 Meeting the MM Quality Standards for Youth Mentoring Programs by Geographic Area Wave VII								
	<i>Wave VII Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/ UP</i>
Meet All	28%	28%	32%	33%	10%	30%	17%	29%
Meet Most	51	47	46	44	30	58	50	59
Meet Only Some	12	16	14	22	20	6	22	3
Other	5	7	6	0	10	6	0	6
Don't Know	5	2	2	0	30	0	11	3

- While this area represents a small number of organizations, just 40% of organizations in Mid-Michigan report meeting all or most of the standards and nearly a third (30%) of those don't know if they meet the standards.

Most Difficult Standard to Meet

- Sixteen percent of the Wave VII participants rate “Program Evaluation” as the most difficult Mentor Michigan standard to meet.
- This holds true across most geographic areas, with organizations in Southwest Michigan reporting the most difficulty (44%), indicating a strong need for training and other resources in this area.
- For organizations in the Flint/ Saginaw/Bay Area (22%) and Northern UP (18%), “Recruitment Plan” is their biggest challenge.

Exhibit 34 Most Difficult Standards to Meet by Geographic Area Wave VII								
	<i>Wave VII Total</i>	<i>Tri- County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid- Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/ UP</i>
Program Evaluation	16%	14%	14%	44%	10%	18%	6%	15%
Recruitment Plan	12	7	8	0	0	12	22	18
Match Closure	10	7	10	0	10	12	0	15
Mentor Support, Recognition, Retention	6	12	10	0	0	9	6	0
Matching Strategy	5	5	4	11	10	6	11	0
Match Monitoring Process	5	9	8	11	10	6	0	0
Governance	5	7	8	0	0	12	0	0
Eligibility Screening	4	5	4	0	20	3	0	3
Orientation and Training	4	5	4	0	10	3	0	6
Organization Management	3	2	2	11	0	3	6	3
Definition of Youth Mentoring	3	5	4	0	0	3	0	3
Don't Know	28	23	24	22	30	12	50	38

- Familiarity with the standards is suspect in Flint/Saginaw/Bay Area, Northern/UP, and Mid-Michigan, where a large percentage (50% , 38% and 30% respectively) report that they “don’t know” which standard is the most difficult to meet.



Appendix

Geographic Tables

Table 1: Funnel Measures Summary Table - Total and Geographic Breakdowns

Q #	Question	Wave VII Total	Tri- County	SE MI	SW MI	Mid- Mich	GR / Musk	Flint/Sag / Bay Area	Northern/ UP
	Number of Mentoring Organizations	161	46	55	9	10	34	18	35
17a	Number of inquiries to be a mentor	16,485	4,065	5,558	1,430	2,131	3,069	2,656	1,641
	Monthly Average	1,374	339	463	119	178	256	221	137
18a	Number of written applications to be a mentor	9,776	1,833	2,604	1,225	1,344	2,155	924	1,524
	Monthly Average	815	153	217	102	112	180	77	127
24a	Background Check - [M.R.]								
	FBI fingerprint check	13%	21%	20%	7%	17%	14%	7%	5%
	Other national fingerprint check	3	5	5	7	0	2	0	2
	State only fingerprint check	10	21	24	0	6	10	0	0
	Name only national check	17	8	9	36	33	14	22	18
	Name only state check (ICHAT)	76	59	61	93	83	80	81	84
	Sex Offender Registry	74	71	74	93	67	72	56	80
	Child Abuse Registry	51	63	59	36	50	64	33	43
	Driving record/license	57	57	58	71	44	64	48	54
	Personal character reference	81	76	76	93	83	84	74	84
	Employment reference	28	24	29	29	22	34	26	23
	Credit check	0	2	1	0	0	0	0	0
	Written application	92	86	88	100	94	84	96	98
	Personal interview	87	83	86	100	89	82	89	90
	Home visit	12	3	5	7	17	6	22	21
	Home assessment	13	3	5	21	22	6	19	20
	None of the above	2	2	1	0	0	2	4	2

Table 1: Funnel Measures Summary Table - Total and Geographic Breakdowns

Q #	Question	Wave VII Total	Tri- County	SE MI	SW MI	Mid- Mich	GR / Musk	Flint/Sag / Bay Area	Northern/ UP
24aa	Use SafetyNET to conduct background checks								
	Yes	13%	24%	21%	0%	11%	14%	4%	11%
	No	71%	59%	64%	86%	67%	74%	67%	77%
	Don't Know	15%	17%	14%	14%	22%	12%	30%	11%
19a	Youth Served								
	Total	28,536	5,918	7,981	2,570	1,977	7,824	4,115	4,069
	Mean per Organization	177	129	145	286	198	230	229	116
23	Total number of matches								
	Percent of organizations reporting an increase	41%	33%	38%	64%	22%	54%	26%	43%
	Percent of organizations reporting a decrease	14%	11%	10%	21%	17%	14%	11%	18%
	Percent of organizations reporting no change	34%	48%	44%	14%	28%	28%	41%	28%
	Don't Know	11%	8%	8%	0%	33%	4%	22%	11%
	Increased #	3,148	534	779	1,163	59	585	165	397
	Decreased #	765	124	129	17	52	304	10	253
	Net Change #	2,383	410	650	1,146	7	281	155	144
22a	Active mentors	19,578	3,070	4,188	1,565	1,670	7,302	2,353	2,500
37	Mentors currently on waiting list	1,674	517	581	203	171	122	174	423
38	Youth currently on waiting list	3,568	532	673	384	509	829	448	725

Table 1: Funnel Measures Summary Table - Total and Geographic Breakdowns



Q #	Question	Wave VII Total	Tri- County	SE MI	SW MI	Mid- Mich	GR / Musk	Flint/Sag / Bay Area	Northern/ UP
26a	Minimum duration of mentor/youth match								
	No minimum	2%	2%	1%	7%	0%	0%	4%	2%
	1-2 months	2	3	3	0	6	4	0	0
	3-5 months	7	3	4	7	17	6	11	8
	6-8 months	16	27	29	0	0	10	11	16
	9-11 months	23	14	12	64	22	28	30	21
	12 months	39	41	42	14	44	36	30	44
	More than 12 months, less than 2 years	1	0	0	0	6	0	0	2
	More than 2 years, less than 5 years	2	3	3	0	0	6	4	0
	Don't know	8	6	7	7	6	10	11	7
27a	Average duration for mentor/youth match								
	No minimum	2%	2%	1%	0%	6%	0%	4%	2%
	1 – 2 months	1	2	1	0	0	4	0	0
	3 – 5 months	4	5	5	0	6	6	4	0
	6 – 8 months	15	17	17	0	17	4	15	23
	9 – 11 months	19	19	16	43	22	12	30	16
	12 months	17	17	21	7	17	16	22	15
	More than 12 months, less than 2 years	8	5	7	21	6	6	0	13
	More than 2 years, less than 5 years	12	6	7	14	6	24	4	13
	More than 5 years	2	2	1	7	0	2	4	0
	Don't know	21	25	24	7	22	26	19	18

Table 1: Funnel Measures Summary Table - Total and Geographic Breakdowns



Q #	Question	Wave VII Total	Tri- County	SE MI	SW MI	Mid- Mich	GR / Musk	Flint/Sag / Bay Area	Northern/ UP
28a	Minimum time per week for mentor/youth match								
	No minimum	3%	5%	4%	7%	0%	8%	0%	0%
	1 hour	58	44	41	50	61	60	56	79
	2 hours	18	29	30	14	17	16	7	11
	3 hours	2	2	1	0	0	4	4	2
	4 hours	4	8	7	0	11	2	7	2
	5 hours	0	0	0	0	0	0	0	0
	6 hours	2	2	1	7	0	0	4	2
	More than 6 hours / week	5	5	7	14	6	6	7	0
	Don't know	7	6	9	7	6	4	15	5
25a	Number of hours in-person training for mentors								
	None	3%	2%	4%	7%	0%	4%	4%	2%
	1 – < 2 hours	15	3	5	21	17	26	7	18
	2 – < 4 hours	31	33	32	50	33	34	33	21
	4 – < 6 hours	17	22	22	7	28	16	11	13
	6 – < 8 hours	11	13	11	0	0	6	4	25
	More than 8 hours	16	21	20	14	11	12	26	13
	Don't know	7	6	7	0	11	2	15	8

Table 1: Funnel Measures Summary Table - Total and Geographic Breakdowns



Q #	Question	Wave VII Total	Tri- County	SE MI	SW MI	Mid- Mich	GR / Musk	Flint/Sag / Bay Area	Northern/ UP
25aa	Number of after-match hours mentor trng/support								
	None	5%	8%	8%	0%	0%	6%	4%	3%
	1 - <2 hours	6	5	4	7	17	4	4	7
	2 – < 4 hours	17	19	18	50	22	12	15	13
	4 – < 6 hours	10	5	9	0	17	14	15	5
	6 – 8 hours	15	17	18	7	17	16	11	13
	More than 8 hours	33	33	29	29	11	40	37	38
	Don't know	14	13	13	7	17	8	15	21

Tables 2-9: Returning Mentors vs. New Recruits – Total and Geographic Breakdowns



Table 2 Returning Mentors vs. New Recruits Wave VII – Total			
	<i>Men</i>	<i>Women</i>	<i>Total</i>
Returning Mentors (Recruited prior to Sept. 1, 2008)			
Count	2,473	3,482	5,955
%	41%	59%	
New Mentor Recruits (Recruited Sept. 1-Aug. 31, 2009)			
Count	2,485	2,869	5,354
%	46%	54%	
Total New and Returning Mentors*	11,309		
% Returning Mentors	53%		
% New Mentor Recruits	47%		

NOTE: The totals on Tables 2-9 do not reflect the total number of active mentors reporting by organizations this wave (19,578), nor do they reflect the total number of active mentors in each geographic region. Instead, these totals reflect the number of mentors reported by organizations that track mentor recruitment dates.

Table 3 Returning Mentors vs. New Recruits Wave VII –Tri-County Area			
	<i>Men</i>	<i>Women</i>	<i>Total</i>
Returning Mentors (Recruited prior to Sept. 1, 2008)			
Count	685	727	1,412
%	48%	52%	
New Mentor Recruits (Recruited Sept. 1-Aug. 31, 2009)			
Count	595	653	1,248
%	48%	52%	
Total New and Returning Mentors*	2,660		
% Returning Mentors	53%		
% New Mentor Recruits	47%		

Table 4 Returning Mentors vs. New Recruits Wave VII – Southeast Michigan			
	<i>Men</i>	<i>Women</i>	<i>Total</i>
Returning Mentors (Recruited prior to Sept. 1, 2008)			
Count	772	861	1,633
%	47%	53%	
New Mentor Recruits (Recruited Sept. 1-Aug. 31, 2009)			
Count	650	784	1,434
%	45%	55%	
Total New and Returning Mentors*	3,067		
% Returning Mentors	53%		
% New Mentor Recruits	47%		

Tables 2-9: Returning Mentors vs. New Recruits – Total and Geographic Breakdowns



Table 5 Returning Mentors vs. New Recruits Wave VII –Southwest Michigan			
	<i>Men</i>	<i>Women</i>	<i>Total</i>
Returning Mentors (Recruited prior to Sept. 1, 2008)			
Count	192	426	618
%	31%	69%	
New Mentor Recruits (Recruited Sept. 1-Aug. 31, 2009)			
Count	309	638	947
%	33%	67%	
Total New and Returning Mentors*			1,565
% Returning Mentors			40%
% New Mentor Recruits			60%

Table 6 Returning Mentors vs. New Recruits Wave VII – Mid-Michigan			
	<i>Men</i>	<i>Women</i>	<i>Total</i>
Returning Mentors (Recruited prior to Sept. 1, 2008)			
Count	283	470	753
%	38%	62%	
New Mentor Recruits (Recruited Sept. 1-Aug. 31, 2009)			
Count	536	240	776
%	69%	31%	
Total New and Returning Mentors*			1,529
% Returning Mentors			49%
% New Mentor Recruits			51%

Table 7 Returning Mentors vs. New Recruits Wave VII – Grand Rapids/Muskegon Area			
	<i>Men</i>	<i>Women</i>	<i>Total</i>
Returning Mentors (Recruited prior to Sept. 1, 2008)			
Count	873	768	1,641
%	53%	47%	
New Mentor Recruits (Recruited Sept. 1-Aug. 31, 2009)			
Count	730	715	1,445
%	51%	49%	
Total New and Returning Mentors*			3,086
% Returning Mentors			53%
% New Mentor Recruits			47%

Tables 2-9: Returning Mentors vs. New Recruits – Total and Geographic Breakdowns



Table 8 Returning Mentors vs. New Recruits Wave VII – Flint/Saginaw/Bay City			
	<i>Men</i>	<i>Women</i>	<i>Total</i>
Returning Mentors (Recruited prior to Sept. 1, 2008)			
Count	221	624	845
%	26%	74%	
New Mentor Recruits (Recruited Sept. 1-Aug. 31, 2009)			
Count	137	216	353
%	39%	61%	
Total New and Returning Mentors*			1,198
% Returning Mentors			71%
% New Mentor Recruits			29%

Table 9 Returning Mentors vs. New Recruits Wave VII – Northern/UP			
	<i>Men</i>	<i>Women</i>	<i>Total</i>
Returning Mentors (Recruited prior to Sept. 1, 2008)			
Count	132	333	465
%	28%	72%	
New Mentor Recruits (Recruited Sept. 1-Aug. 31, 2009)			
Count	123	276	399
%	31%	69%	
Total New and Returning Mentors*			864
% Returning Mentors			54%
% New Mentor Recruits			46%

Tables 10-16: School- vs. Community-based Programs and % Change by Geographic Area



Table 10 School- vs. Community-based Programs Wave VII – Tri-County					
	<i>School-based</i>	<i>Community-based</i>	<i>Faith-based</i>	<i>Site-based</i>	<i>Other</i>
Wave VI	27%	65%			8%
Wave VII	25%	48%	8%	5%	14%
% Change	-2%	-17%			+19%

Table 11 School- vs. Community-based Programs Wave VII – Southeast MI					
	<i>School-based</i>	<i>Community-based</i>	<i>Faith-based</i>	<i>Site-based</i>	<i>Other</i>
Wave VI	29%	63%			8%
Wave VII	26%	48%	10%	4%	12%
% Change	-3%	-15%			+18%

Table 12 School- vs. Community-based Programs Wave VII – Southwest MI					
	<i>School-based</i>	<i>Community-based</i>	<i>Faith-based</i>	<i>Site-based</i>	<i>Other</i>
Wave VI	44%	50%			6%
Wave VII	43%	43%	0%	14%	0%
% Change	-1%	-7%			+8%

Table 13 School- vs. Community-based Programs Wave VII – Mid-Michigan					
	<i>School-based</i>	<i>Community-based</i>	<i>Faith-based</i>	<i>Site-based</i>	<i>Other</i>
Wave VI	15%	69%			15%
Wave VII	22%	56%	0%	11%	11%
% Change	+7%	-13%			+7%

Tables 10-16: School- vs. Community-based Programs and % Change by Geographic Area



Table 14 School- vs. Community-based Programs Wave VII – Grand Rapids/Muskegon					
	<i>School-based</i>	<i>Community-based</i>	<i>Faith-based</i>	<i>Site-based</i>	<i>Other</i>
Wave VI	46%	50%			4%
Wave VII	39%	37%	4%	12%	8%
% Change	-7%	-13%			+20%

Table 15 School- vs. Community-based Programs Wave VII – Flint/Saginaw/Bay Area					
	<i>School-based</i>	<i>Community-based</i>	<i>Faith-based</i>	<i>Site-based</i>	<i>Other</i>
Wave VI	29%	67%			5%
Wave VII	33%	41%	7%	7%	11%
% Change	+4%	-26%			+20%

Table 16 School- vs. Community-based Programs Wave VII – Northern/UP					
	<i>School-based</i>	<i>Community-based</i>	<i>Faith-based</i>	<i>Site-based</i>	<i>Other</i>
Wave VI	42%	48%			10%
Wave VII	48%	35%	0%	6%	10
% Change	+6%	-13%			+6%

Table 17: Program Type by Geographic Area - Numbers and Percentages



Table 17 Program Type by Geographic Area – Numbers and Percentages Wave VII								
<i>Question</i>	<i>Wave VII Total</i>	<i>Tri-County</i>	<i>SE MI</i>	<i>SW MI</i>	<i>Mid-Mich</i>	<i>GR / Musk</i>	<i>Flint/Sag / Bay Area</i>	<i>Northern/UP</i>
Number of mentoring programs served by orgs.	249	64	77	14	18	51	27	62
Number of school-based programs	89	16	20	6	4	20	9	30
Percentage	36%	25%	26%	43%	22%	39%	33%	48%
Number community-based programs	105	31	37	6	10	19	11	22
Percentage	42%	48%	48%	43%	56%	37%	41%	35%
Number of faith-based programs	12	5	8	0	0	2	2	0
Percentage	5%	8%	10%	0%	0%	4%	7%	0%
Number of site-based programs	19	3	3	2	2	6	2	4
Percentage	8%	5%	4%	14%	11%	12%	7%	6%
Number of “other” programs	24	9	9	0	2	4	3	6
Percentage	10%	14%	12%	0%	11%	8%	11%	10%

Table 18: Mentor Demographics Summary Table – Total and Geographic Breakdowns



Q#	Question	Wave VII Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/UP
	Number of Mentoring Organizations	161	46	55	9	10	34	18	35
30	Mentor Gender								
	Males	38%	42%	40%	33%	60%	35%	30%	36%
	Females	62	58	60	67	40	65	70	64
31	Mentor Age								
	< 18	15%	17%	19%	7%	8%	9%	36%	20%
	18-25	22	13	18	28	29	27	24	14
	26-35		21	20	18	19	19	4	15
	36-45		17	15	13	11	15	5	13
	46-55		12	12	13	14	14	8	18
	56-65	11	10	9	14	9	9	8	14
	66+	8	10	8	7	11	7	15	7
32	Mentor Race								
	Caucasian	75%	47%	55%	73%	84%	85%	70%	93%
	African American	20	48	39	21	12	10	26	3
	Latino / a	2	2	2	2	2	3	<1	1
	Native American	<1	<1	<1	<1	<1	<1	0	1
	Asian American	<1	1	1	<1	1	<1	<1	1
	Arab American	<1	<1	<1	0	0	<1	0	0
	Other	1	2	1	3	1	<1	2	<1

Table 19: Youth Served Demographics Summary Table - Total and Geographic Breakdowns



Q#	Question	Wave VII Total	Tri-County	SE MI	SW MI	Mid-Mich	GR / Musk	Flint/Sag / Bay Area	Northern/UP
	Number of Mentoring Organizations	161	46	55	9	10	34	18	35
34	Youth Served Gender								
	Males	47%	41%	43%	40%	62%	52%	45%	45%
	Females	53	59	57	60	38	48	55	55
35	Youth Served Age								
	< 5	6%	<1%	8%	1%	14%	<1%	3%	6%
	6 – 11	46	33	35	52	35	46	67	52
	12 – 14	25	31	27	32	15	28	19	24
	15 – 18	21	35	28	12	34	20	9	17
	19 – 21	2	1	1	<1	2	4	2	<1
	22 – 25	<1	<1	<1	<1	0	1	0	<1
	26+	<1	<1	<1	2	0	0	0	0
36	Youth Served Race								
	Caucasian	43%	25%	30%	41%	49%	30%	54%	71%
	African American	43	68	63	43	32	47	40	16
	Latino / a	8	4	4	4	6	18	2	7
	Native American	1	<1	<1	0	1	1	<1	4
	Asian American	<1	<1	<1	<1	1	1	<1	<1
	Arab American	<1	1	1	0	0	0	0	0
	Other	4	<1	<1	12	11	3	4	2

Table 19: Youth Served Demographics Summary Table - Total and Geographic Breakdowns

Q#	Question	Wave VII Total	Tri- County	SE MI	SW MI	Mid- Mich	GR / Musk	Flint/Sag / Bay Area	Northern/ UP
	Number of Mentoring Organizations	161	46	55	9	10	34	18	35
19a	Number of youth served	28,536	5,918	7,981	2,570	1,977	7,824	4,115	4,069
	Number of youth served who...								
39	Live in a non-familial foster home	663	191	215	24	124	117	42	141
40	Have a parent who is incarcerated	1,431	304	339	213	184	251	185	259
41	Have a physical disability	224	5	16	37	30	67	2	72
42	Have a cognitive ("developmental") disability	533	18	36	41	26	14	309	107

Tables 20 – 22: Waiting List Demographics by Geographic Area



Table 20
Number of Youth on Waiting Lists to be matched by Gender and Race

	<i>Wave VII Total</i>			<i>Tri-County</i>			<i>SE MI</i>			<i>SW MI</i>			<i>Mid-Mich</i>			<i>GR/Musk</i>			<i>Flint/Sag/Bay Area</i>			<i>Northern/UP</i>		
	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>
Caucasian	924	528	1452	89	60	149	126	76	202	89	48	137	101	66	167	268	178	446	64	44	108	276	116	392
African American	797	524	1321	189	168	357	227	192	419	116	69	185	67	64	131	151	89	240	131	60	191	105	50	155
Latino/a	117	72	189	4	1	5	7	3	10	3	3	6	6	10	16	48	27	75	4	1	5	49	28	77
Other	117	79	196	13	6	19	26	14	40	35	21	56	26	21	47	15	12	27	14	5	19	1	6	7
No race / ethnicity data			410			2			2			0			148			41			125			94
TOTALS	1955	1203	3568	295	235	532	386	285	673	243	141	384	200	161	509	482	306	829	213	110	448	431	200	725

Table 21
Number of Mentors on Waiting Lists to be matched by Gender and Race

	<i>Wave VII Total</i>			<i>Tri-County</i>			<i>SE MI</i>			<i>SW MI</i>			<i>Mid-Mich</i>			<i>GR/Musk</i>			<i>Flint/Sag/Bay Area</i>			<i>Northern/UP</i>		
	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>
Caucasian	286	631	917	59	76	135	79	105	184	26	64	90	23	81	104	36	67	103	25	67	92	97	247	344
African American	264	264	528	183	137	320	187	143	330	32	59	91	6	6	12	5	11	16	26	35	61	8	10	18
Latino/a	21	23	44	13	11	24	13	12	25	2	3	5	0	2	2	0	1	1	0	0	0	6	5	11
Other	25	52	77	8	10	18	9	13	22	5	12	17	2	6	8	1	1	2	3	10	13	5	10	15
No race / ethnicity data			108			20			20			0			45			0			8			35
TOTALS	596	970	1674	263	234	517	288	273	581	65	138	203	31	95	171	42	80	122	54	112	174	116	272	423

Tables 20 – 22: Waiting List Demographics by Geographic Area



Table 22
Difference Between the Number of Male Mentors and Male Youth on Waiting Lists to be Matched by Race

	<i>Wave VII Total</i>			<i>Tri-County</i>			<i>SE MI</i>			<i>SW MI</i>			<i>Mid-Mich</i>			<i>GR/Musk</i>			<i>Flint/Sag/Bay Area</i>			<i>Northern/UP</i>		
	<i>MM</i>	<i>MY</i>	<i>Diff.</i>	<i>MM</i>	<i>MY</i>	<i>Diff.</i>	<i>MM</i>	<i>MY</i>	<i>Diff.</i>	<i>MM</i>	<i>MY</i>	<i>Diff.</i>	<i>MM</i>	<i>MY</i>	<i>Diff.</i>	<i>MM</i>	<i>MY</i>	<i>Diff.</i>	<i>MM</i>	<i>MY</i>	<i>Diff.</i>	<i>MM</i>	<i>MY</i>	<i>Diff.</i>
Caucasian	286	924	-638	59	89	-30	79	126	-47	26	89	-63	23	101	-78	36	268	-232	25	64	-39	97	276	-179
African American	264	797	-533	183	189	-6	187	227	-40	32	116	-84	6	67	-61	5	151	-146	26	131	-105	8	105	-97
Latino/a	21	117	-96	13	4	9	13	7	6	2	3	-1	0	6	-6	0	48	-48	0	4	-4	6	49	-43
Other	25	117	-92	8	13	-5	9	26	-17	5	35	-30	2	26	-24	1	15	-14	3	14	-11	5	1	4
TOTALS	596	1955	-1359	263	295	-32	288	386	-98	65	243	-178	31	200	-169	42	482	-440	54	213	-159	116	431	-315

Tables 23 – 29: Source of Mentoring Program Budget by Geographic Area



Table 23
Source of Mentoring Program Budget
FY 2008 and 2009
Wave VII: Tri-County

Source	FY 2008 Mean %	FY 2009 Mean %	% Change
State Government	4.7	4.3	-0.4
Federal Government	16.2	18.5	2.3
Foundations	14.2	12.6	-1.6
Individual Giving	21.7	22.6	0.9
Corporate Sponsorships	5.0	3.2	-1.8
United Way	1.2	1.6	0.4
Events/Fundraising (Individual)	14.9	11.6	-3.3
Events/Fundraising (Corporate)	1.9	1.8	-0.1
Other	20.2	23.8	3.6

- Organizations in the Tri-County area report a 2.3% increase in funding from the federal government, with a -3.3% decrease in Individual Events/Fundraising.
- Individual giving, which provides more than 20% of their budgets, has remained fairly steady.

Table 24
Source of Mentoring Program Budget
FY 2008 and 2009
Wave VII: Southeast Michigan

Source	FY 2008 Mean %	FY 2009 Mean %	% Change
State Government	7.3	7.7	0.4
Federal Government	16.8	16.0	-0.8
Foundations	13.1	12.3	-0.8
Individual Giving	20.3	21.3	1.0
Corporate Sponsorships	4.6	3.0	-1.6
United Way	2.0	2.3	0.3
Events/Fundraising (Individual)	14.3	11.5	-2.8
Events/Fundraising (Corporate)	1.9	2.6	0.7
Other	19.8	23.3	3.5

- Southeast Michigan has not held on to Federal Government funding, reporting a -0.8 decrease.

Tables 23 – 29: Source of Mentoring Program Budget by Geographic Area



Table 25
Source of Mentoring Program Budget
FY 2008 and 2009
Wave VII: Southwest Michigan

Source	FY 2008 Mean %	FY 2009 Mean %	% Change
State Government	9.3	9.3	0.0
Federal Government	19.1	19.9	0.8
Foundations	12.7	13.0	0.3
Individual Giving	5.3	4.1	-1.2
Corporate Sponsorships	1.4	2.1	0.7
United Way	13.3	14.4	1.1
Events/Fundraising (Individual)	5.1	5.3	0.2
Events/Fundraising (Corporate)	6.4	6.4	0.0
Other	27.3	25.4	-1.9

- Organizations in Southwest Michigan do not report large changes in budget sources from FY 2008 to 2009. However, unlike their counterparts across the state, the funding source "Other" reflects the largest decrease.

Table 26
Source of Mentoring Program Budget
FY 2008 and 2009
Wave VII: Mid-Michigan

Source	FY 2008 Mean %	FY 2009 Mean %	% Change
State Government	10.9	11.3	0.4
Federal Government	22.1	26.3	4.2
Foundations	28.3	17.7	-10.6
Individual Giving	4.9	18.5	13.6
Corporate Sponsorships	3.4	0.8	-2.6
United Way	7.0	2.3	-4.7
Events/Fundraising (Individual)	6.1	4.0	-2.1
Events/Fundraising (Corporate)	1.4	2.0	0.6
Other	15.9	17.0	1.1

- Larger changes in budget sources are occurring in Mid-Michigan organizations. A 10.6% decrease in Foundation giving has been offset by a 13.6% increase in Individual Giving.
- In addition, these organizations have seen a 4.2% increase in funding from the Federal Government.

Tables 23 – 29: Source of Mentoring Program Budget by Geographic Area



Table 27
Source of Mentoring Program Budget
FY 2008 and 2009
Wave VII: Grand Rapids / Muskegon

Source	FY 2008 Mean %	FY 2009 Mean %	% Change
State Government	15.1	14.2	-0.9
Federal Government	13.1	13.0	-0.1
Foundations	18.0	17.5	-0.5
Individual Giving	11.6	8.7	-2.9
Corporate Sponsorships	2.8	4.0	1.2
United Way	16.1	15.4	-0.7
Events/Fundraising (Individual)	8.6	5.8	-2.8
Events/Fundraising (Corporate)	0.6	3.3	2.7
Other	14.1	17.9	3.8

- While elsewhere in the state organizations are experiencing decreases (or barely registering increases) in Corporate Events/Fundraising, those in Grand Rapids/Muskegon are reporting a 2.7% increase.

- Flint/Saginaw/Bay Area organizations are reporting the largest percentage decreases in State and Federal support (-5.8% - 4.6% respectively).

Table 28
Source of Mentoring Program Budget
FY 2008 and 2009
Wave VII: Flint / Saginaw / Bay Area

Source	FY 2008 Mean %	FY 2009 Mean %	% Change
State Government	32.5	26.7	-5.8
Federal Government	13.7	9.1	-4.6
Foundations	2.1	9.1	7.0
Individual Giving	10.8	10.0	-0.8
Corporate Sponsorships	1.3	4.1	2.8
United Way	2.3	0.0	-2.3
Events/Fundraising (Individual)	1.7	2.7	+1.0
Events/Fundraising (Corporate)	2.1	0.0	-2.1
Other	33.8	38.3	4.5

Tables 23 – 29: Source of Mentoring Program Budget by Geographic Area



Table 29
Source of Mentoring Program Budget
FY 2008 and 2009
Wave VII: Northern / UP

Source	FY 2008 Mean %	FY 2009 Mean %	% Change
State Government	27.4	21.7	-5.7
Federal Government	16.8	15.8	-1.0
Foundations	7.9	11.1	3.2
Individual Giving	6.2	7.5	1.3
Corporate Sponsorships	0.8	0.8	0.0
United Way	9.9	10.0	0.1
Events/Fundraising (Individual)	16.9	15.1	-1.8
Events/Fundraising (Corporate)	3.0	2.4	-0.6
Other	11.2	15.5	4.3

- Northern/UP organizations report the second largest decrease in State support (-5.7%).
- This seems to be offset slightly by smaller losses in other areas, and the largest increase in “other” support reported in the state (4.3%).